

Biographies

Expert Advisory Group

Martin Avila



Martin is a champion of social enterprise and passionate about its ability to help strengthen our communities and tackle inequality. He was CEO of the CEIS Group, the UK largest and oldest social enterprise support organisation.

He was previously the Director at the Kinning Park Complex (KPC), a multi-use community venue in Glasgow with a track record of innovative partnership working and of supporting others to develop new programmes of activity. Under his leadership the KPC conducted a flagship buyout of their centre, delivered a multi-million-pound renovation project and launched one of Scotland's first Local Place Plans.

He was previously a Board member of Community Land Scotland and SURF (Scotland's Regeneration Forum), Treasurer of the Alliance of European Voluntary Service Organisations and Chair of the Loesje International Foundation.

He currently sits on the Board of the Economic Development Association Scotland, the Expert Advisory Panel for SURF and the Innovation, Entrepreneurship and Engagement Directorate subgroup of the University of Glasgow Economic Development Board.

Fiona McKenzie | Founder | CentreStage



After 20 years, Fiona left her career as a secondary school Principal Teacher of Music to found CentreStage in 2006.

CentreStage's vision to create a community where everyone can experience the joy of music, the arts and wellbeing and seamlessly access all they need to flourish in life has been being driven through the £5.2M regeneration of Scotland's largest community-led asset transfer to date, at the regenerated 1.8 hectare site of the former Kilmarnock Academy, where a diverse range of over 20 private, public and third sector organisations are now working together to create a fully integrated ecosystem of support and opportunity for all.

Fiona was awarded the OBE in the Kings First Birthday Honours List and was awarded the Honorary Degree of Doctor of Letters from Caledonian University. She is an Entrepreneurial Founder at the Hunter Centre for Entrepreneurship at Strathclyde Business School and is also privileged to have received the Paul Harris Fellowship from Rotary International; Association of Scottish Businesswomen Woman of Inspiration Award and Association of Scottish Businesswomen Outstanding Contribution Award.

She currently serves as director of Ayrshire Chamber of Commerce and Industry and is recently elected Chair of the Kilmarnock Town Board, formed to deliver £20M levelling up funding to Kilmarnock over the next 10 years.

Anna Leask | Professor of Tourism Management | Edinburgh Napier University



As Professor of Tourism Management at Edinburgh Napier University, Anna's teaching and research interests combine and lie principally in the areas of international visitor attraction management, heritage tourism and destination management.

As Lead for the Tourism Research Centre, her role involves working collaboratively across the university, college and tourism sectors to provide research and graduates with the relevant skills for sustainable tourism development.

Anna's key research areas focus on community engagement and sustainable tourism practices in visitor attractions and destinations.

Nick Clark | CEO | Ore Valley Housing Association



Nick is the Chief Executive Officer at Ore Valley Housing Association, a registered social landlord based in central Fife. Beyond just housing, Ore Valley is heavily involved in community regeneration and renewables through its various subsidiary companies.

Nick had a background in energy efficiency and community sustainability prior to joining Ore Valley in 2009. He possesses a management degree and several post-graduate qualifications in Sustainable Energy and Renewable Energy Engineering.

Personal interests include low carbon homes/PassivHaus, district heating, sustainable regeneration, urban economic renewal and low emission transportation

Terry Hogg | Can Do Innovation Challenge Fund Manager | Scottish Enterprise



Terry has 30 years' experience in innovation and new technology development in the private and public sectors, and has BEng, MSc and MPhil engineering degrees from the University of Strathclyde in Glasgow.

Terry currently leads Scottish Enterprise's Innovation System's team. The team are developing innovation support ecosystems aligned with national priority economic opportunities.

Much of this work involves utilising the demand from the private and public sector for improved products and services to stimulate and support innovation and economic development.

Ian Bruce | Equality Mainstreaming Manager | Skills Development Scotland



Ian is the Equality Mainstreaming Manager at Skills Development Scotland, focusing on inclusion for underrepresented groups across Scotland's National Careers Information and Advice Service (CIAG) and within Work Based Learning (Foundation, Modern and Graduate Apprenticeships).

He has a passion for ensuring equality and inclusion for all and has worked in Welfare to Work for 14 years, delivering a range of disability employment focused contracts including New Deal for Disabled People, Work Choice and Work First.

Having worked in the public and private sectors, he has delivered on a range of areas including Social Security Benefits, Estates Policy, Information Technology Services, and Medical Services as part of Capability Assessments, prior to moving into the voluntary sector with Shaw Trust and then Capability Scotland, both focusing on employment for disabled people.

Throughout his whole career, Ian has worked to improve services for disabled or disadvantaged people. He is currently the Acting Chair of the Scottish Union of Supported employment (SUSE), and has served on the Board of two disability charities in Europe (Poland and Romania), both with a focus on employment for disabled people.

Rob Davidson | Strategy Manager for Community Wealth Building | South of Scotland Enterprise (SOSE)



I am Strategy Manager for Community Wealth Building at South of Scotland Enterprise (SOSE), having joined the organisation in 2022. Prior to that, I served 15 years as a Councillor on Dumfries & Galloway Council, latterly as Depute Leader.

During that time, I was involved with a number of significant regeneration projects, including Kirkcudbright Art Gallery & Midsteeple Quarter. I have always been interested in regional economic development and community-led economic regeneration in particular, and, in that context, served in various roles including as the first Chair of the South of Scotland Regional Economic Partnership and an inaugural member of the Convention of the South of Scotland.

I am leading SOSE's Community Wealth Building work, which includes piloting a progressive procurement approach to energy efficiency retrofit, and developing a CWB approach to future community benefit from onshore wind.

Bruce Kiloh | Head of Policy & Planning | Strathclyde Partnership for Transport (SPT)



Bruce Kiloh is Head of Policy & Planning at Strathclyde Partnership for Transport (SPT, www.spt.co.uk), responsible for the Regional Transport Strategy, policy and project development, including the Clyde Metro (<https://www.spt.co.uk/about-us/what-we-are-doing/clyde-metro/>) and the emerging proposals for bus reform through the Strathclyde Regional Bus Strategy (<https://www.spt.co.uk/about-us/what-we-are-doing/regional-transport-strategy/bus-strategy/>).

A chartered member of the Royal Town Planning Institute, Bruce has worked in a wide range of roles in SPT over the last 25 years. Specific areas of interest include transport's role in regeneration, reducing poverty and deprivation, supporting economic growth, and impact on climate change.

Bruce lives in Partick with his wife and daughter.

Gerry McCartney | Professor of Wellbeing Economy | University of Glasgow



Gerry McCartney is Professor of Wellbeing Economy at the University of Glasgow and an honorary consultant in Public Health at Public Health Scotland. He has degrees in Medicine, Economics, and Public Health. His PhD investigated the role of austerity in the stalled mortality trends after 2012.

He has research interests in: how to redesign economies to better serve social, ecological and health outcomes; the impact of economics on health; and the causes and solutions to health inequalities. Along with David Walsh, he is the author of "Social Murder: austerity and life expectancy in the UK".

Annette Hastings | Professor of Urban Studies | University of Glasgow



Annette Hastings is Professor of Urban Studies at the University of Glasgow where she is Head of the Division of Urban Studies and Social Policy within the School of Social and Political Sciences.

Annette's research and teaching focuses on the drivers of urban inequality and approaches to tackling this, with a particular focus on the role of public services. She has led research projects for the Joseph Rowntree Foundation, AHRC, ESRC and Scottish Government and is a member of the Editorial Board of the journal *Local Government Studies*. She has given evidence on a number of occasions to the Scottish Parliament's Local Government and Communities Committee on issues including regeneration, community empowerment and austerity.

Prior to joining the University, Annette worked for social housing organisations. She is currently a Board Member of the Whiteinch Centre in Glasgow. Annette was previously Independent Chair of

the North Lanarkshire Fairness Commission and an External Advisor and member of the Joseph Rowntree Foundation Task Group established to develop an Anti-poverty Strategy for the UK.

SURF Board

Brian MacDonald | Chair | SURF – Scotland’s Regeneration Forum



Brian had 33-year career in Scottish Local Government. From 1999 to 2006, he was Assistant Chief Executive of North Ayrshire Council. Between 2006 and 2008 was Regeneration Director of the Irvine Bay Regeneration Company.

He was director of his own consultancy, established in 2008. The consultancy specialised in:

- Strategic consulting, including business planning, asset management, strategy development, regeneration, economic and community development;
- Advising on formation of public/private partnerships, including business and governance structures, drafting development policies and structuring commercial transactions;
- Generating new development deals, including market analysis;
- Developing multi-agency teams to tackle regeneration issues.

Brian retired from full time employment in 2020 and re-joined the SURF Board. He became Vice-Chair of SURF in 2021 and Chair in 2022

Diane Gray | Head of Engagement / Vice Chair | National Lottery Heritage Fund / SURF



Diane Gray is currently vice-chair of SURF and works as Head of Engagement with the National Lottery Heritage Fund in Scotland. As strategic lead for investment in heritage and culture initiatives (including placemaking, landscape and nature, and places of worship) Diane engages with a range of sector and place-based partners, working collaboratively to support heritage, cultural and community activity. With a focus on inclusion, Diane works with communities that are underserved, building partnerships to sustain and grow the contribution of culture and heritage with communities of greatest need.

Diane has been a board member of SURF since 2018 and previously worked in arts and community development in Northern Ireland.

Maggie Broadley | Founder | CoCreate

I returned to education in my mid-30s, graduating from the Glasgow School of Art in 1997.



I have a long-held belief in the power of genuine grassroots activism within communities. Having worked at operational and strategic levels in community-led/creative-led regeneration organisations, I also understand the many barriers that prevent local people and organisations taking action. I remain an active and passionate advocate for placing communities at the heart of decision-making, in determining their own services and priorities.

Throughout my childhood and adolescence, I experienced the impact that poverty has on individuals – not just monetary but the insidious impact of poverty of expectation, of not having a voice or a choice.

I fully support the need to take a holistic view, one which recognises that the character of communities is diverse, and that building confidence and self-worth are just as important as building homes and creating jobs.

Jamie Baker | Service Manager | East Lothian Council



As lead for Economic Development and Regeneration at East Lothian Council, Jamie has a breadth of knowledge and understanding around community wealth building, project management, community and heritage-led regeneration, the historic built environment, new-start business support, and more. Jamie also has private sector experience in agriculture and data analytics, and with regional and national strategic initiatives, including the Edinburgh and South East Scotland City Deal and Regional Prosperity Framework.

Jamie is a Fellow of the Institute of Place management and Society of Antiquaries of Scotland, and is an active member of the Institute of Economic Development and Economic Development Association Scotland.

Hazel Cross | Project Manager | Fife Council



Hazel has over 25 years economic development and place-based regeneration experience. As a tenacious project manager Hazel works with a broad range of stakeholders to help develop, shape and deliver local and regional economic development programmes and is dedicated to facilitating transformational change and ensuring inclusive growth.

Hazel's has considerable experience working across the public, private and third sector as well as working directly with community members and is committed to supporting people, businesses, places, economies, and communities to become more resilient, sustainable, and thriving.

Hazel was an integral part of the cross sector and community team which delivered a diverse project programme in Lochgelly for which the town won the Scotland's Most Improved Town SURF Award in 2016.

Francesca Lynch | Development Manager | Scottish Community Development Centre (SCDC)



Having a significant background in community development and engagement practices, Francesca is passionate about strengthening communities, in particular, communities of interest or place that are faced with multiple challenges.

Working in the voluntary sector in front facing Community Development roles for over 20 years, she has developed extensive experience working alongside diverse communities and encouraged and enabled partners to deliver collaborative community development activities and practices such as annual co-produced and community-led neighbourhood plans and Participatory Budgeting processes. As a skilled facilitator and excellent communicator, she has supported communities and partners to navigate the participation landscape, supporting the development of strong, open and transparent partnerships that have narrowed opportunity gaps, supported equalities agendas and helped people be involved in the decisions that matter to them, often in some of the most marginalised communities and circumstances.

This experience has seen Francesca working across a range of different sectors/Policy areas, which has allowed the development of extensive knowledge and understanding of different communities and themes that affect them including empowerment, poverty & inequality, health, climate change and just transition. This has led to Francesca being involved in and developing a good working knowledge of many national developments that affect and promote Community Development including the National Standards of Community Engagement, VOiCE (Visioning Outcomes in Community Engagement), The Community Empowerment (Scotland) Act 2015, Scotland's PB charter and most recently the development of Scotland's national approach to Green PB and a Just Transition.

Iain Wardrop | Associate Director | Scottish Futures Trust



Iain is a Chartered Surveyor with 30 years of experience in both private practice and the public sector. Currently working at Scottish Futures Trust, he is involved in strategic property and business change programmes which support public bodies improve service delivery through a focus on the asset management of their physical estate.

Previously for Ryden Property Consultants Iain enjoyed working on the land and property aspects of local and national regeneration projects and advising a mix of house builder, retail, commercial and public sector developers and investor clients.

Laura Black | Public Participation Specialist | Scottish Parliament

With 15 years of project and programme management experience across the public and third sectors, I am passionate about quality community and public engagement strategy and practice.



Through innovative methods of engaging diverse communities, I have honed key skills in project development, facilitation, and cross-sector partnership working. My focus on evaluation has been instrumental in securing successful funding bids from small to large-scale projects. This has included innovating systems and processes to ensure quality engagement, evaluating participation, and understanding the impact of work that places people at the heart of service design.

In my current work I am developing innovative participatory methods in the Scottish Parliament for the newly formed Participation and Communities Team.

Eugene Mullan | Architect, Urban Designer and Director | Smith Scott Mullan



A qualified architect and urban designer, Eugene is a founding director of architectural practice Smith Scott Mullan. He has a passion for the effective regeneration of neighbourhoods and creation of successful and vibrant places. He brings significant experience in residential design, placemaking, design for older people and effective consultation to his projects.

Eugene has delivered a significant number of new-build residential projects throughout Scotland, primarily for RSLs and Local Authorities, and often within regeneration areas. He has a particular interest in design for older people and was actively involved in the design of Fortune Place in Edinburgh, an award-winning development enabling people with dementia to live independently for longer.

He has an MSc (with distinction) in Urban Design from Strathclyde University. He has been involved in all Smith Scott Mullan's urban design projects, including Granton Waterfront, Dalkeith Town Centre and Stobhill & Lady Victoria masterplans. Many of these projects have involved the consideration on the form of neighbourhoods, how they perform physically and the importance of appropriate connections to the wider neighbourhood.

Eugene has been involved with a substantial number and variety of community consultation and engagement events. He has lectured on the topic to the Royal Town Planning Institute, Members of the Scottish Parliament and the Colegio Territorial De Arquitectos De Valencia. He believes in well-considered, properly implemented, inclusive and effective consultation with people on the regeneration of their neighbourhoods.

Research projects are essential to the design of great places and Eugene has been involved in several projects such as research into Town Centre Living – A Caring Place with Architecture and Design Scotland and Open Change and he collaborated with Ryan Woolrych of Heriot Watt University to undertake research on Designing Places for an Ageing Population for the Scottish Government. Eugene is an Innovation Champion at the Construction Scotland Innovation Centre, with a particular interest in the application of CLT, Modular, off-site construction methods. He was founder and convenor (2015–2019) of The Craggs Centre SCIO, social enterprise and community asset transfer with City of Edinburgh Council. He was on the board of Planning Aid Scotland (2015–2018). He was also Secretary of the Scottish Parliamentary Cross-Party Group on Architecture and the Built Environment (2004-2016).

SURF – Scotland's Regeneration Forum

Unit 15, Six Harmony Row, Glasgow, G51 3BA Tel: 0141 445 4268 / Email: info@surf.scot / Website: www.surf.scot

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